



राजपत्र, हिमाचल प्रदेश (असाधारण)

हिमाचल प्रदेश शासन द्वारा प्रकाशित

शिमला, शुक्रवार, 14 दिसम्बर, 1962/23 अग्रहायण, 1884

HIMACHAL PRADESH ADMINISTRATION

DEVELOPMENT DEPARTMENT

NOTIFICATION

Simla-4, the 21st June, 1962

No. D. 6-45 (Est.)/58.—In exercise of the powers delegated by the President under the proviso to Article 309 of the Constitution *vide* Government of India, Ministry of Home Affairs, notification No. F. 37/59-Him(i), dated the 13th July, 1959, the Lieutenant Governor, Himachal Pradesh, is pleased to make the following rules in regard to the following matters, namely:—

- (i) the method of recruitment to the Himachal Pradesh Development Department Class III service;
- (ii) the qualifications necessary for appointment to such service and posts; and
- (iii) the conditions of service of persons appointed to such service and posts for purposes of probation, confirmation, seniority and promotion.

RECRUITMENT RULES

PART I—GENERAL

1. Short title and commencement.—(a) These rules may be called the Himachal Pradesh Development Department Class III Service (Recruitment, Promotion and certain conditions of Service) Rules, 1962.

(b) These rules shall come into force from the date of notification in the Official Gazette.

2. Definition.—In these rules, unless there is any thing repugnant in the subject or context:—

- (a) “Lieutenant Governor” means the Lieutenant Governor of Himachal Pradesh.

- (b) "Recognised University" means any University incorporated by law in India.
- (c) "Administration" means the Himachal Pradesh Administration.
- (d) "The Service" means the Himachal Pradesh Development Department Class III service.
- (e) "Direct appointment" means an appointment made otherwise than by promotion from amongst the members of the service or by transfer of an official already in the service of the Administration or of the Union.
- (f) "Scheduled Castes" means the Castes, Races, or Tribes or parts of or groups within Castes, Races or Tribes specified in the Constitution (Scheduled Castes) (Union Territories) Order, 1951 amended by Part V of Schedule II read with sub-section (2) of section 3 of the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1956 (63 of 1956).
- (g) "Scheduled Tribes" means the Tribes or Tribal communities or parts of or groups within Tribes or Tribal communities specified in Schedule to the Constitution (Scheduled Tribes) (Union Territories) Order, 1951, as amended by Part IV of Schedule IV read with sub-section (2) of section 4 of the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1956 (63 of 1956).
- (h) "Member" means a member of the Himachal Pradesh Development Department Class III service.

PART II—RECRUITMENT TO SERVICE

3. *Character of posts.*—The character (i.e., designation, grade etc.) of the various posts included in the service and their rates of pay shall be as indicated in Appendix 'A' of these rules.

4. *Authority empowered to make appointments.*—All appointments to posts in the service shall be made by the Development Commissioner or any other authority declared as such by the Lieutenant Governor.

5. *Nationality, eligibility and age etc.*—(1) A candidate for appointment to any post in the service must be:—

- (a) a citizen of India; and
- (b) (i) who or whose father has been continuously residing in Himachal Pradesh for a period of not less than three years immediately preceding the last date fixed for making applications for appointment to a post, or
- (ii) whose father, if dead, continuously resided in Himachal Pradesh for a period of not less than three years immediately preceding his death and who has, after the death of his father, continued to reside in Himachal Pradesh upto the last date fixed for making applications for appointment to a post:

Provided that any period of temporary absence from Himachal Pradesh for the purpose of prosecuting his studies or for undergoing medical treatment or any period of such temporary absence not exceeding three months for any other reason, shall not be deemed to constitute a break in the continuity of such residence, but for the purpose of calculating the said period of three years any such period of temporary absence shall be excluded; and

- (iii) who produces before the appointing authority concerned, if so required by it, a certificate of eligibility granted, under Rule IV of the Himachal

Pradesh, Manipur and Tripura Public Employment (Requirement as to Residence) Rules, 1959:

Provided further that in case the Lieutenant Governor, in any exceptional case and for reasons to be recorded in writing relaxes the provisions of sub-rule (1) of this Rule, in exercise of his discretion under Rule 5 of the Himachal Pradesh, Manipur and Tripura Public Employment (Requirement as to Residence) Rules, 1959, a candidate for appointment to any post in the service must be:—

- (a) a citizen of India, or
- (b) a subject of Sikkim, or
- (c) a subject of Nepal or of a Portuguese possession in India, or
- (d) a person of Indian origin who has migrated from Pakistan with the intention of permanently settling in India:

Provided that if he belongs to category (c) or (d) he must be a person in whose favour a certificate of eligibility has been given by the Government of India:

Provided further that if he belongs to category (d), the certificate of eligibility will be valid only for a period of one year from the date of his appointment beyond which he can be retained in service only if he has become a citizen of India.

A candidate in whose case a certificate of eligibility is necessary, may be admitted to an examination or interview and may also be appointed provisionally by the Administration subject to the production of the necessary eligibility certificate from the Government of India.

(2) Unless he is already in Government service must produce,—

- (i) a certificate of good moral character from the Principal Academic Officer of his University, College, School or the Head of his educational or technical institution last attended;
- (ii) certificate of good moral character from two responsible persons, not being his relatives, who are well acquainted with him in private life and unconnected with his University, College, School or other educational or technical institution;
- (iii) a medical certificate, as required by Rule 10 of Fundamental Rules and Rules 3 and 4 of Supplementary Rules;
- (iv) a declaration to the effect that he has not more than one living wife;
 - (a) no person who has more than one wife living or who having a spouse living, married in any case in which such marriage is void by reason of its taking place during the life time of such spouse, shall be eligible for appointment to service;
- (v) in the case of female Government servant, a declaration to the effect that she has not married a person having already a living wife;
 - (a) no woman whose marriage is void by reason of the husband having a wife living at the time of such marriage or who has married a person who has a wife living at the time of such marriage, shall be eligible for appointment to service:

Provided that the Himachal Pradesh Administration may, if satisfied, that there are special grounds for doing so, exempt any person from the operation of rules in clauses (iv) and (v) above.

(3) Must not be less than 18 years and not more than 25 years of age on the date of his appointment:

Provided further that minimum and maximum age limits as prescribed

may be relaxed in pursuance of the instructions laid down in Government of India, Ministry of Home Affairs, office memorandum No. 4/7/56-RPS, dated the 30th November, 1956 (Annexure II) and of administrative instructions given in Appendix 3 of the Posts and Telegraphs Compilation of the Fundamental and Supplementary Rules, Volume-II:

Provided further that the maximum age limit may be relaxed in the case of Scheduled Castes/Tribes candidates, displaced persons and other special categories in accordance with the orders issued by the Government of India from time to time.

6. *Educational and technical qualifications of candidates.*—No person shall be appointed to the service unless in the case of appointment to the post of:—

- (i) *Junior Clerk.*—He has passed the Matriculation Examination of a recognised University or above and possesses a speed of 30 words per minute in type-writing in English and 15 in Hindi.
- (ii) *Senior Clerk.*—He has passed the Intermediate/Senior Cambridge/Higher Secondary Examination of a recognised University/Board or some other examination declared equivalent to the above examinations;

The prescribed educational qualifications will be relaxed in the case of departmental promotions, provided that the departmental promotee is either permanent or quasi-permanent in the grade of Junior Clerks and has put in at least 3 years of service in that grade.

- (iii) *Instructor (Agriculture).*—He is a Graduate in Agriculture from a recognised University, from the cadre of Agriculture Inspectors of Department.
- (iv) *Instructor (Soil Conservation).*—He is an Agriculture Graduate from recognised University, from the cadre of Agriculture Inspectors of Agriculture Department.
- (v) *Instructor (Animal Husbandry).*—He is B.V.Sc., or L.V.P., or B.V.Sc., from the cadre of Veterinary Assistant Surgeons of Animal Husbandry Department of the Administration or of Himachal Pradesh Territorial Council.
- (vi) *Junior Grade Steno grapher.*—He has passed the Matriculation examination from of a recognised University and possesses a speed of 100 words per minute in English short-hand or 60 words per minute in Hindi short-hand and a speed of 35 words per minute of English and 20 words in Hindi type-writing.
- (vii) *Social Education Organisers (including Mukhya Sewikas).*—*Essential.*—
 - (a) For Senior Grade: Graduates, with B.T./B.Ed.
 - (b) For Junior Grade: Graduate provided that in the case of promotion the educational qualifications shall be relaxed to the extent of Intermediate or equivalent examination and in special cases of out standing merit the qualifications shall be further reduced to the Matriculation or equivalent examination.
 - (c) In the case of Mukhya Sewikas (L.S.E.O.): The qualifications will be relaxable upto Matric *vide* Government of India; Ministry of Community Development and Co-operation letter No. 8/57/61-Trg. II, dated the 16th June, 1961.
- (viii) *Overseer.*—Diploma in Civil Engineering from a recognised institution; provided that a person possessing diploma in Civil Engineering from an un-recognised institution and having an experience of 5 years of service in the Development Department of the Administration

shall be eligible for promotion to the post of Overseer.

- (ix) *Gram Sewak/Gram Sewika*.—Matriculation or equivalent examination relaxable in the case of Scheduled Castes and Scheduled Tribes or other special deserving cases.
- (x) *Instructor (Horticulture)*.—Agriculture Graduate from a recognised University, from the cadre of Agricultural Inspectors of Agriculture Department of the Administration.
- (xi) (a) *Instructor (Co-operation)*.—Graduate from a recognised University, from the cadre of Inspector Co-operative of Co-operative Department of the Administration.
(b) *Instructor (Panchayats)*.—Graduate from a recognised University, from the cadre of Inspector Panchayats of Panchayats Department of the Administration.
- (xii) *Instructor (Social Education)*.—Graduate with B.T./B.Ed., from the cadre of Social Education Organisers of Development Department of the Administration.
- (xiii) *Instructor (Home Science and Economic Wing)*.—Graduate in Home Science from a recognised University with specialized training in the respective branches and social sciences. Training in Extension Education. Teaching experience of one year.
- (xiv) *Instructor (Carpentry)*.—Matric with diploma of a recognised Polytechnic School or Handicraft School with 5 years experience.
- (xv) *Instructor (Blacksmithy)*.—Matric with diploma of a recognised Polytechnic School or Handicraft School with 5 years experience.
- (xvi) *Stockman (Veterinary)*.—Matric with Science and with training as Stockman.
- (xvii) *Sanitary Inspector*.—Matric. Has passed the Sanitary Inspectors examination.
- (xviii) *Compounders*.—Matric. Has passed the Dispensers' and Dressers' examination from recognised Medical College or Departmental examination prescribed by the Medical Department of the Administration in this behalf.
- (xix) *Lady Health Visitor*.—Matric. Has passed the Central Board of Midwife of Dispensers' Course together with a Health Visitors' Course from recognised School.
- (xx) *Divisional Draftsman*.—Diploma in Civil Engineering or Draughtsmanship from recognised institution with 5 years experience as Draftsman or Overseer.
- (xxi) *Draughtsman*.—Diploma in Civil Engineering or Draughtsmanship from recognised institution.
- (xxii) *Tracer*.—Matric with drawing.
- (xxiii) *Gestetner Operator*.—Middle with one year's experience in handling Gestetner duplicating machine.
- (xxiv) *Head Clerk*.—Graduate from recognised University with 5 years experience in office work or in the field; provided that in case of promotion the educational qualification will be relaxed upto Matriculation or equivalent examination.
- (xxv) *Accountant*.—Matric with three years of service as Progress Add. Assistant/Clerk and Gram Sewak/Gram Sewika in the Development Department.
- (xxvi) *Progress Assistant*.—A 2nd Class Bachelor's Degree in Commerce/

Economics/Statistics/Mathematics/Science/Agriculture or Computer's certificate Part I of I.S.I.; provided further that in the case of promotion, persons who have passed the Matriculation Examination or equivalent examination and possess three years office experience will be taken.

- (xxvii) *Driver*.—Possession of driving licence of light and heavy vehicles including driving in hills.
- (xxviii) *Dark Room Assistant*.—Matric. Trained in developing and printing of photographic material, qualifications relaxable at the discretion of the Development Commissioner.

Provided that the conditions as prescribed above may be relaxed, in special circumstances, by orders of the Lieutenant Governor.

- (xxix) *Instructor (Village Industries)*.—Graduate from recognised University, from the cadre of Extension Officer, Industries of Industries Department of the Administration.

7. *Method of recruitment*.—Posts in the service shall be filled either by promotion or by direct appointment in the following manner:—

- (i) *Junior Clerks*.—By transfer of a person already in the service of the Union or by direct recruitment.
- (ii) *Senior Clerks*.—2/3rd of the total number of posts will be filled by promotion on the basis of seniority subject to the rejection of unfit out of the Junior Clerks and the remaining 1/3rd posts will be filled by direct recruitment through competitive examination. Serving Junior Clerks, will, however, be eligible for competition with direct recruits irrespective of their length of service and qualifications.
- (iii) *Instructor (Agriculture)*.—The post will be filled by transfer of senior and experienced Agriculture Inspector of Agriculture Department of the Administration.
- (iv) *Instructor (Soil Conservation)*.—The post will be filled by transfer of senior and experienced Agriculture Inspector Soil Conservation of Agriculture Department of this Administration.
- (v) *Instructor (Animal Husbandry)*.—The post will be filled by transfer of senior and experienced Veterinary Assistant Surgeon of Animal Husbandry Department of the Administration or of Himachal Pradesh Territorial Council.
- (vi) *Junior Scale Stenographers*.—By direct recruitment on the basis of competitive examination.
- (vii) *Social Education Organisers*.—50 per cent of the posts of Social Education Organisers shall be filled by promotion from the Gram Sewaks of the Development Department and the remaining 50 per cent will be filled by direct recruitment.
- (viii) *Overseers*.—The posts of Overseers will be filled by direct recruitment or by transfer from other department of the Administration; provided that a person holding diploma in Civil Engineering from an un-recognised institution and possessing five years of experience in Development Department shall be eligible for promotion to the post of Overseer.
- (ix) *Gram Sewaks/Gram Sewikas*.—All posts will be filled by direct recruitment.
- (x) *Instructor (Horticulture)*.—The post will be filled by transfer of a senior and experienced Horticultural Assistant of the Agriculture

Department of the Administration.

- (xi) (a) *Instructor (Co-operation)*.—The post will be filled by transfer of a senior and experienced Inspector Co-operation of the Co-operative, Department of the Administration.
- (b) *Instructor (Panchayats)*.—The post will be filled by transfer of a senior and experienced Inspector Panchayats of the Panchayats Department of the Administration.
- (xii) *Instructor (Social Education)*.—The post will be filled by promotion from amongst the Social Education Organisers or by transfer of a suitable hand from the Education Department of the Administration.
- (xiii) *Assistant Instructor (Home Science and Economic Wing)*.—50 per cent of the posts will be filled by promotion from amongst the Lady Social Education Organisers and the remaining 50 per cent by direct recruitment.
- (xiv) *Assistant Instructor (Carpentry)*.—The post will be filled in by direct recruitment.
- (xv) *Assistant Instructor (Blacksmithy)*.—The post will be filled in by direct recruitment.
- (xvi) *Stockman (Veterinary)*.—The post will be filled in by direct recruitment.
- (xvii) *Sanitary Inspector*.—The post will be filled in by direct recruitment.
- (xviii) *Compounders*.—The posts will be filled in by direct recruitment.
- (xix) *Lady Health Visitor*.—The post will be filled in by direct recruitment.
- (xx) *Divisional Draftsman*.—The post will be filled in by promotion from Draftsmen and Overseers.
- (xxi) *Draftsman*.—The post will be filled in by direct recruitment.
- (xxii) *Tracers*.—The post will be filled in by direct recruitment.
- (xxiii) *Gestetner Operator*.—The post will be filled in by direct recruitment.
- (xxiv) *Head Clerks*.—50 per cent of the posts will be filled in by promotion from amongst the Accountants and Gram Sewaks/Gram Sewikas and the remaining 50 per cent by direct recruitment.
- (xxv) *Accountants*.—50 per cent of the posts will be filled in by promotion from amongst the Clerks/Progress Assistants/Gram Sewaks/Gram Sewikas and the remaining 50 per cent will be filled by direct recruitment.
- (xxvi) *Progress Assistants*.—50 per cent of the posts will be filled by promotion from amongst the Clerks and Gram Sewaks of the Development Department and the remaining 50 per cent will be filled by direct recruitment.
- (xxvii) *Drivers*.—The posts will be filled by direct recruitment.
- (xxviii) *Dark Room Assistant*.—The post will be filled by direct recruitment.
- (xxix) *Instructor (Village Industries)*.—The post will be filled by transfer of a senior and experienced Extension Officer (Industries) of the Industries Department of this Pradesh:

Provided that 23 per cent and 5 per cent of the vacancies shall be filled up from the candidates belonging to Scheduled Castes and Scheduled Tribes respectively subject to the minimum qualifications being satisfied by them:

Provided further that the vacancies reserved for outside candidates shall be intimated to the Heads of Departments or Heads of Offices as the case may be and they shall be asked to recommend names of suitable candidates working in their offices; otherwise vacancies

shall be notified to the Employment Exchanges in Himachal Pradesh or will be advertised.

8. *Selection by Departmental Promotion Committees.*—The Departmental Promotion Committee shall be as constituted from time to time as per orders.

Offers of appointment shall be made strictly in accordance with the order in which the candidates are placed at the time of selection.

PART III—CONDITIONS OF SERVICE

9. *Probation of members of service.*—(i) Members of the service who are appointed against permanent vacancies shall, on appointment to any post in the service, remain on probation for a period of two years in the case of direct recruitment and on trial for a period of one year in the case of promotion.

Explanation.—Approved officiating service shall be taken as a period spent on probation but no member, who is officiating in any appointment shall on the completion of the probationary period prescribed be confirmed until he is appointed against a permanent vacancy.

(ii) If the work or conduct of any member during his period of probation is, in the opinion of the appointing authority, not satisfactory, the appointing authority may dispense with this services or revert him to his former post if he has been appointed to that post otherwise than by direct recruitment.

(iii) On the completion of the period of probation of any member, the appointing authority prescribed in Rule 4, may confirm such member in his appointment or if his work or conduct has, in the opinion of the appointing authority, not been satisfactory, may dispense with his service, or revert him to his former post, if he has been appointed otherwise than by direct appointment, or may extend the period of probation and thereafter pass such orders on the expiry of probation as it could have passed on the expiry of the first period of probation:

Provided always that the total period of probation including extension, if any, shall not exceed three years.

10. *Scale of pay etc. of the service.*—The grades of pay of each class of service are mentioned in Appendix 'A' to these rules subject to their revision from time to time.

11. In respect of discipline, punishment and appeals the members of the service shall be governed by the provisions of Central Civil Services (Classification, Control and Appeal) Rules, 1957, and the Central Civil Services Conduct Rules, 1955 as amended from time to time.

12. *Seniority of members of service.*—(1) Subject to the provisions of paragraph 2 below, persons appointed in a substantive or officiating capacity to a grade prior to the issue of these rules shall retain the relative seniority already assigned to them or such seniority as may hereafter be assigned to them under the existing orders applicable to their cases and shall en-block be senior to all others in that grade.

Explanation.—(a) For the purpose of these rules persons who are confirmed retrospectively with effect from a date earlier than the issue of these rules; and

(b) Persons appointed on probation to a permanent post substantively vacant in a grade prior to the issue of these rules shall be considered to be permanent officers of the grade.

(2) Subject to the provisions of paragraph 3 below, permanent officers of each grade shall be ranked senior to persons who are officiating in that grade.

(3) *Direct recruits.*—Notwithstanding the provisions of Rule 2 above, the relative seniority of all direct recruits shall be determined by the order of

merit in which they are selected for such appointment, on the recommendations of the selecting authority, persons appointed as a result of an earlier selection being senior to those appointed as a result of subsequent selection :

(i) Provided that where persons recruited initially on a temporary basis are confirmed subsequently in an order different from the order of merit indicated at the time of their appointment, seniority shall follow the order of confirmation and not the original order of merit.

(ii) Provided further that a person who does not join within the specified period shall lose his seniority according to the selection list and shall rank in the seniority list next to the person who joined earlier.

(iii) Provided further that he shall not lose his seniority if the fact of his joining later was caused by circumstances beyond his control and for the reasons recorded in writing, the appointing authorities are satisfied that this was so.

(4) *Promotees.*—(i) The relative seniority of persons promoted to the various grades shall be determined in the order of their selection from such promotion:

Provided that where persons promoted initially on a temporary basis are confirmed subsequently in an order different from the order of merit indicated at the time of their promotion, seniority shall follow the order of confirmation and not the original order of merit.

(ii) Where promotions to a grade are made from more than one grade, the eligible persons shall be arranged in separate lists in the order of their relative seniority in their respective grades. Thereafter the Departmental Promotion Committee shall select persons for promotion from each list up to the prescribed quota and arrange all the candidates selected from different lists in consolidated or order of merit which will determine the seniority of the persons on promotion to the higher grade.

(5) *Relative seniority of direct recruits and promotees.*—The relative seniority of direct recruits and of promotees shall be determined according to the rotation of vacancies between direct recruits and promotees which shall be based on the quotas of vacancies reserved for direct recruitment and promotion respectively in the Recruitment Rules.

(6) *Transferees.*—The relative seniority of persons appointed by transfer to the department from the Central Government or other departments of State Governments shall be determined in accordance with the order of their selection for such transfer.

EXPLANATORY MEMORANDUM

Rule 4 (i).—Where promotions are made on the basis of selection by a D.P.C. the seniority of such promotees shall be in the order in which they are recommended for such promotion by the Committee. Where promotions are made on the basis of seniority subject to the rejection of the unfit, the seniority of persons considered fit for promotion at the same time shall be the same as the relative seniority in the lower grade from which they are promoted. Where, however, a person is considered as unfit for promotion and is superseded by a Junior, such person shall not, if he is subsequently found suitable and promoted, take seniority in the higher grade over the Junior person who had superseded him.

Rule 4 (ii)—Illustration.—Where nine vacancies of Superintendents are to be filled in from the grade of Assistants and one vacancy out of the Senior-scale Stenographers, the eligible assistants and the Stenographers shall be arranged in separate lists with reference to their relative seniority in these grades. The

D.P.C. will make selection of nine candidates from the list of Assistants and one from the list of Senior-scale Stenographers. Thereafter the selected persons from each list shall be arranged in a single list in a consolidated order of merit assessed by the D.P.C. which will determine the seniority of the persons on promotion to the higher grade.

Rule 5.—A roster should be maintained based on the reservation for direct recruitment and promotion in the recruitment Rules, Appointments should be made in accordance with this roster and seniority determined accordingly.

Illustration.—Where 75 per cent of the vacancies are reserved for promotion and 25 percent for direct recruitment, each direct recruit shall be ranked in seniority below 3 promotees. Where the quotas are 50 per cent each, every direct recruit shall be ranked below a promotee. If for any reason, a direct recruit or a promotee ceases to hold the appointment in the grade, the seniority list shall not be re-arranged merely for the purpose of ensuring the preparation referred to above.

13. Leave and pensions etc.—In respect of leave, pension and other (cognate) matters not specifically mentioned in these rules, the members of the service shall be governed by the Revised Leave Rules, 1933, given in Appendix 7-A, Volume-II of the Posts and Telegraphs Compilation of the Fundamental and Supplementary Rules and the pension rules promulgated by the Government of India in Finance Ministry's Office memo. No. F.3: (1)Est. (SPI)/47, dated the 17th April, 1950, as amended from time to time unless one has already exercised option otherwise.

14. Training and examination etc.—The members of service shall have to qualify at examinations or to undergo training as may be prescribed by the Lieutenant Governor from time to time for any class of posts.

15. Other conditions of service.—In respect of conditions of service other than those covered by these Rules members of the service shall be governed by the Government of India, Ministry of Home Affairs Notification No. 27/59-HIM (ii), dated the 13th July, 1959.

APPENDIX 'A'

CLASS 'III'

<i>Description of posts</i>	<i>Present scale</i>
1. Junior Clerks	60-4-80/5-120/5-175.
2. Senior Clerks	80-5-120/8-200-10/2-220.
3. Instructor (Agriculture)	130-10-320.
4. Instructor Soil Conservation	130-10-320.
5. Instructor Animal Husbandry	150-10-250-10-300/15-380.
6. Junior Scale Stenographers	80-5-120/8-200-10/2-220.
7. Social Education Organisers.	80-8-200 (for Graduates and Below)/110-8-190/10-250 for B.T./B.Ed.
8. Overseers	100-8-140/10-160/10-200/10-300.
9. Gram Sewaks/Gram Sewikas	60-4-80/5-120.
10. Instructor (Horticulture)	130-10-200/10-320.
11. Instructor (Co-operative)	100-10-300.
11-A. Instructor (Panchayats)	100-10-300.
12. Instructor (Social Education).	150-10-220.
13. Assistant Instructor (H.E.W.)	150-10-200/10-300.

14. Assistant Instructor (Carpentary)	150-10-300.
15. Assistant Instructor (Blacksmithy)	150-10-300.
16. Stockmen (Veterinary)	55-3-70/4-90/5-120 (<i>un-trained</i>)./75-3-120 (<i>trained</i>).
17. Sanitary Inspectors	60-4-100/5-150/7-206.
18. Compounders	75-5-120.
19. Lady Health Visitors	100-5-150/7-195.
20. Divisional Draftsman	200-7-235/8-275.
21. Draftsman	100-8-140/10-160/10-200.
22. Tracers	60-4-80/5-100/5-120.
23. Gestetner Operator	45-2-75.
24. Head Clerks	150-10-200/10-300.
25. Accountants	106-6-160/8-200.
26. Progress Assistants	80-5-110/5-150./ 116-8-180/10-250 (<i>for Graduates</i>).
27. Drivers	50-3-80.
28. Dark Room Assistant	50-3-80/4-100.
29. Instructor Village Industries	116-8-180/10-250.

Note.—The posts at serial Nos. 11 and 11A will, for the present, be held by one incumbent and he will be designated as Instructor (Co-op. and Panchayats).

THAKUR SEN NEGI,
Secretary.